



ZIMBABWE EZEKIEL GUTI UNIVERSITY

FACULTY OF LAW, BUSINESS INTELLIGENCE AND ECONOMICS

DEPARTMENT OF ACCOUNTING, FINANCE AND HUMAN CAPITAL
MANAGEMENT

EXAMINATION PAPER

COURSE CODE : CHR422
COURSE TITLE : STRATEGIC HUMAN RESOURCE MANAGEMENT
SPECIAL REQUIREMENTS : NONE
DURATION : 3 Hours
LEVEL : 4.2
DATE : 08 APR 2025

INSTRUCTIONS TO CANDIDATES:

1. No cell phones are allowed in the examination venue.
2. Answer **ONE** and any three **(3)** questions.
3. The number of marks for each question or part question is shown in brackets []
4. Begin each answer on a new page.
5. **DO NOT OPEN THIS PAPER UNTIL THE INVIGILATOR INSTRUCTS YOU.**

SECTION A –COMPULSORY

QUESTION ONE-(25 marks)

Ok Zimbabwe is one of the largest retailers in Zimbabwe known providing above average services. Many people relies with their services given the multi-currency system in Zimbabwe. Recently, the company is struggling to operate at its best leading to closure of many branches country wide and well as deterioration in their normal service delivery.

- a) As a human resource strategist , discuss the likely challenges being faced by OK Zimbabwe (12 marks)
- b) How can the above mentioned challenges be resolved (13 marks)

Section B

QUESTION TWO

SHRM revives the role of HR managers in many organization. Discuss this view with reference to contemporary role given to Human Resource management in a company of your choice. (25 marks)

QUESTION THREE

Discuss the relevance of 'resource-based' SHRM model in ensuring organizational competitive advantage. (25 marks)

QUESTION FOUR

Deliberate the linkages, between SHRM, leadership and learning, making reference to any Origination of your choice? (25 marks)

QUESTION FIVE

What do you understand by the term Strategy? Discuss the different strategic approaches to Human Resources? **(25 marks)**

END OF EXAMINATION QUESTION PAPER

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